

The Center for Hispanic Policy, Research and Development

Status Report On Hispanic Initiatives



August, 1993

State of New Jersey
Jim Florio, Governor

Department of Community Affairs
Stephanie R. Bush, Commissioner

Status Report On Hispanic Initiatives



The Center for Hispanic Policy, Research and Development
New Jersey Department of Community Affairs
101 South Broad Street
08610
Trenton, New Jersey 08625-0810

Maria Viccarondo- De Soto, Director

© August, 1993

TABLE OF CONTENTS

I. ACKNOWLEDGEMENTS.....	p. i
II. INTRODUCTION.....	p. 1
III. OVERVIEW.....	p. 2
IV. EXECUTIVE SUMMARY.....	p. 4
V. LATINO DEMOGRAPHIC PROFILE.....	p. 6
VI. ISSUES.....	p. 7
a) Educational Attainment	
State Response	
b) Employment and Income	
State Response	
c) Health Concerns	
State Response	
d) Housing	
State Response	
e) Political Empowerment	
State Response	
VII. CONCLUSION.....	p. 12
VIII. DIRECTORY.....	p. 14
IX. METHODOLOGY.....	p. 49
X. REFERENCES.....	p. 50
XI. APPENDIX (A).....	p. 52
a) Questionnaire	

ACKNOWLEDGEMENTS/PREFACE

The Center for Hispanic Policy, Research and Development would like to acknowledge the following people without whose assistance and dedication this project would not have been realized: Martha Lucia Bahamon, our Research Fellow; Angie Armas, Executive Assistant; Olga L. Ortiz, Center Secretary; Nelida Valencia, former staff person of the Center and Luis S. Lopez, Summer Intern who dotted the T's and crossed the T's to get this project completed.

In addition, the Center would like to thank each of the 19 State Departments and their Commissioners for allowing their staff to assist us in our efforts to conduct the research and for their cooperation in making the project a success. Thanks to Warren Barclay, Chief Bureau of Selection and Classification Analysis located at the Department of Personnel, for providing us with insightful information on the status of Latino personnel employed in the State Departments and quasi-independent agencies. Finally, our appreciation to the Advisory Committee for its assistance in developing strategies and providing insightful recommendations.

This document represents a concerted effort by the Center to advocate on behalf of one of the fastest growing ethnic groups in the State. Moreover, we hope that state agencies will utilize the information provided in this document and seek to escalate efforts that will enable Latinos to reach their fullest potential.

Maria Vinciguerra-De Soto, M.S.
Director

August 1993

Advisory Committee

Mr. Alfredo Santiago, Chair
Assistant Dean for Academic Services and Student Affairs
Rutgers University

Mr. Ramon M. Alayon
Sales Associate
Renaissance Realty

Mr. Paul Abbeel Gomez
New Jersey State
Department of Health
Office of Health Policy
and Research, Administration

Mr. Rafael Aviles, Supervisor
Department of Community Affairs
Division of Community Resources
Legal Services

Dr. Jose Manuel Navarro
Executive Director
Pueblo Bello Institute
Seton Hall University

Ms. Twistle Del Rio
Department of Community Affairs
Division on Women

Ms. Norma Rosa-Santist
Camden County College
Family Development Program

Ms. Alleen Diaz
Department of Health
Division of Aids Prevention
and Control

Dr. Luis Salgado
Special Assistant to the President
Essex County College

Mr. Roberto Flecha
Furman Bay Medical Center
Forth Auxiliary Division Addiction
Treatment Services-
"Methadone Program"

Mrs. Rosamaria Santiago-Gobijoch
Assistant Dean for Academic Affairs
Rutgers University-Douglas College

Ms. Roberta W. Francis, Director
Department of Community Affairs
Division on Women

Mr. Jeffrey Vega
Director of Community Services
New Brunswick Township, Inc.

Angie Armand
Executive Assistant

INTRODUCTION

The Center for Hispanic Policy, Research and Development previously operating under the name: Office of Hispanic Affairs, is located within the State Department of Community Affairs, Trenton, New Jersey.

The original Office of Hispanic Affairs was established in 1975 by Governor Brendan Byrne to address the needs of the Hispanic community, recognizing that it was imperative to pay particular attention to this segment of the population, which had been consistently neglected. The Office was mandated to provide funding, and technical assistance to Hispanic community-based organizations, as well as to keep government and the legislature informed of legislative initiatives with potential impact on the Latino community. From 1975 until August of 1991, the Office of Hispanic Affairs' primary function remained the administration of funds awarded to local community-based organizations statewide.

In August of 1991, through persistent advocacy efforts on the part of the Office's Director, Maria Viscarrondo-De Soto, and support stemming from Latino interest groups, the Office's name was changed to The Center for Hispanic Policy, Research and Development. Under this new name, the role of the Office has been expanded to include research and development activities. This expansion reflects a historic vision to create a center for Latino research that is becoming a central repository of data concerning Latinos nationally, but particularly within the State of New Jersey.

The Center already works with Latino community-based organizations statewide. This expansion allows the Center to look at the status of Latinos statewide more globally, observe and document trends, conduct data collection, and possible assessment activities. The Center has developed a research data bank, has begun to collect documents, writings, and readings related to Latinos in many areas. The Center has also created a 'Hispanic Leaders Fellowship Institute' in cooperation with Rutgers University. The purpose of the Institute is to prepare Latino college students for public service and for leadership roles in their community.

The Center's general mandates include:

- a. The administration of grant dollars to Latino community-based organizations.
- b. Technical assistance and referral services aimed at empowering Latino community-based organizations.
- c. Creating training and employment opportunities for Latino college interns (a source of potential leadership).
- d. Conducting and supporting research on Latinos in New Jersey.

OVERVIEW

The purpose of this report is a) to examine the social and economic profile of the Latino population in the State of New Jersey; b) to summarize findings from a survey of the State of New Jersey's quality of programs and services to the Latino community; c) to provide a point of departure for a future policy position paper assessing the needs of the Latino community in the state.

While Census information is still being analyzed, sufficient information is available to present a preliminary profile of the Latino population in New Jersey. In 1992 for example, a document titled *The Hispanic Agenda*, produced by the Midwest/Northeast Voter Registration & Education Project in cooperation with the New Jersey Association of Elected and Appointed Officials, presented the results of public hearings conducted throughout the State of New Jersey. The final product outlines a cross-section of issues that reflect the status of Latinos in New Jersey.

Public hearings were held in communities throughout the State within the counties of Hudson, Middlesex, Passaic, Camden, Union, and Essex. The purpose of these hearings was to foster dialogue on issues of importance to the Latino community as reflected within a political and public policy context. Representatives of Latino statewide and local organizations serving the Latino population, members of the business community, representatives from the general population, as well as Hispanic, and non-Hispanic public officials, testified before a commission of elected officials.

In summary, the hearings were compiled to arrive at the following priority issues regarding the Latino community:

- a Hispanics need to achieve greater political participation.
- a Increased improvement of policies to provide competitiveness and to productively engage Hispanics and their business community in the State's economy.
- a Better policies to achieve "Excellence in Education" among Hispanics.
- a Better health care.
- a More and better housing.

Notwithstanding the identification of these priority issues, there were a series of critical factors that surfaced continuously within the context of the testimony presented in the hearings. These factors create a clear image of the prevalent status of Latino residents in the State of New Jersey and are critical in addressing priority issues. The information gathered indicated that Latinos:

- a Are grossly underserved by governments at all levels (state, county, municipal).
- a Are grossly underrepresented in government from policy making appointive positions on boards and commissions to all levels of government employment.

- a Will grow to more than 1,000,000 during the next decade.
- c Will become a majority in New Jersey politics within the next decade.
- c Have health problems that must be addressed to ensure the vitality of the State.
- c Have educational needs that must be addressed to ensure a productive, healthy and competitive workforce of tomorrow.

In order to determine where Latinos are in terms of addressing these conditions, this document looks at those sectors of society that are most responsible for developing policies that affect and address these issues. For the purpose of compiling the data needed for the Hispanic initiatives directory we focus attention on the public sector to determine where State government stands with its programs, policies and established practices.

EXECUTIVE SUMMARY

Latino in New Jersey represent a growing proportion of the labor force, and are a youthful population in an aging society. Today, about 9.5 percent of the New Jersey residents are Latino. This diverse ethnic group grew by 50.4 percent from 481,000 in 1980 to 728,861 in 1990, making their growth rate one of the highest in the state. Although their presence is becoming apparent, there is a lack of state funded programs and services being delivered to meet this population's social, economic and political needs.

Education: Latinos have one of the lowest educational attainments in the state. Although young Latinos are the fastest growing group among their population, 58 to 70 percent drop out of high school. In addition, only 3 percent of the college-age Latinos have a bachelor's degree.

Employment and Income: There seems to be a link between education and employment in today's competitive job market. (As one of the barriers which has prevented the majority of Latinos from obtaining an economic stronghold the lack of educational resources has deprived Latinos economically). Approximately 90 percent of Latinos live in urban areas, where Latinos have the lowest per capita income in the State of New Jersey, \$18,781 versus \$11,542 for African-Americans, and \$20,406 for Whites. Latinos are currently experiencing a 10.4 percent unemployment rate, 3.5 percentage points higher than the state total.

Health: The disproportionate low levels of income among Latinos living in the state of New Jersey has posed serious health problems for this community. For instance, many Latinos lack access to health insurance, and have a language barrier which often prevents Latinos from seeking medical help from non-Latino physicians.

In addition, there is a lack of information on health services and programs targeted at this population. To further exacerbate the problems of health care accessibility there is a lack of Latino professionals in the health field.

Housing: Approximately 64 percent of the housing units occupied by Latinos during 1990 were rented units. Such a high percentage of renters vs. home owners makes this community extremely vulnerable to displacement and gentrification. As a result, discrimination against Hispanics in the housing markets is pervasive.

Political Empowerment: The Latino community is at a pivotal juncture in the political arena. For example, the future of Latinos in the State of New Jersey was of particular concern in the redistricting process. The political alignment established by the Redistricting Commission as a result of the 1990 Census has hindered the emergence of Latinos as a political voting bloc. Despite this setback, political representation by Latinos is steadily growing. The most recent data available on the number of Latino elected and appointed officials are from January 28, 1991, which indicate that the total number is 135 (ANJHO, 1991). As they become a significant voting bloc over the next decade, it will be imperative for legislators and policy makers to include representation from this population as an integral part of the social, economic, and political agenda-building process for the state.

Departmental Perspective The 1991 data that have been collected show that approximately 120 programs providing services to the Latino community are administered by 17 state departments and one quasi-independent agency. Three departments, and two of the agencies do not have any Hispanic initiatives. These were: The Departments of Agriculture, Insurance and Treasury, and the Hackensack Meadowlands Development Commission, and the Casino Control Commission. The 120 programs are funded by state and federal funds. One percent to 50 percent of the client population serviced by these programs are Latinos. The exact number and percentages cannot be determined since some programs may be defunded and may not keep counts, and some clients may receive services from more than one program.

Conclusion: This report not only serves to highlight the current services that are being provided by the State of New Jersey, but also as a point of departure for more in-depth research for future policy recommendations to examine whether state services are meeting the Latino community's social, economic and political needs.

LATINO DEMOGRAPHIC PROFILE

The Hispanic population in the United States matched accelerated dramatically over the past decade. It is estimated that by the year 2000, the Hispanic population will reach 25 million people. This group, projected to be one of the largest ethnic minorities in the nation, now represents approximately 22,354,059 or 9 percent of the total U.S. population. As an ethnic group, Hispanics or Latinos** represent a rich tapestry of ethnic and cultural diversity. Hispanics share a common language and, with half of the population under 25 years of age, an ambitious economic aspiration for the future. About 10,431,000, or 62 percent, are Mexican American or Chicano, mostly living in the South West and Mid-West regions. The second largest Hispanic subgroup, 2,363,000 (11 percent), are Puerto Ricans living in the mainland, with the majority located on the North East Coast. An additional three and a half-million live on the island of Puerto Rico, which is a U.S. Commonwealth.

In Florida and New Jersey primarily, we find the largest enclave of Cubans, who total 1,022,000 (4 percent). U.S. Hispanics are not solely characterized as natives of the Caribbean region. In recent years there has been an increase in the number of immigrants from Central and South America, which are estimated to be 14 of the total Hispanic population. Most of this new pool of immigrants have left their countries due to political and economic instability.

In the State of New Jersey, the Latino population grew by 50.4 percent (from 491,000 to 739,861) between 1990 and 1995. Latinos make up 9.6 percent out of a total of 7,739,186 residents.

If we separate this total into nationalities, we find that there are 326,133 Puerto Ricans, 28,759 Mexicans, 87,378 Cubans, and 305,591 Central and South Americans, and Spaniards (Midwest Northeast Voter Registration Education Project, July, 1992). In comparison, there are 1,834,835 African-Americans (13.4 percent) and 6,139,455 Whites (79.3 percent). It is estimated that Latinos will surpass the African American population and may reach a million by the year 2000 (State Data Center, NJ Department of Labor, May 1992).

The majority of Latinos living in the state of New Jersey reside in urban centers, primarily in the cities of Newark, Jersey City, Paterson, Union City, Elizabeth, Passaic, West New York, Camden, Fair Lawn, North Bergen, Vineland, Trenton, and Hoboken. In terms of population by county, Latinos comprise significantly high percentages in Union (64.3 percent), Passaic (57.9 percent), Cumberland (46.5 percent), and Essex (37.7 percent) (Hispanics 25.4 percent).

To close our discussion on the Latino demographic profile, we call attention to the social, economic, and political issues affecting this ethnic group in the State of New Jersey and provide a brief outlook on the services that are being provided by State departments to meet the needs of this community.

**The terms Hispanic and Latino will be used interchangeably throughout this document.

ISSUES

EDUCATIONAL ATTAINMENT

Although young Latinos are the fastest growing group among their population, 55 to 75 percent drop out of high school. There are several factors for this high rate of attrition at the secondary level. Latinos reside in poverty and crime-stricken inner cities. Not only do these areas lack adequate funding to meet the educational needs, but there is also a scarcity of Latino teachers and role models for these students.

Another factor is that many Latino parents are illiterate in their native language and/or have limited abilities to speak and understand English. Although Latino parents place great value on education, their language limitations, in addition to their long hours of work may be a hindrance in the quality of time spent with their children's school related work.

Nowhere is the absence of Latinos in education more prevalent than at the college level. According to official 1992 census information, out of the 898,111 persons with a bachelor's degree, only 3 percent were Latinos. In addition, out of 452,155 persons with graduate or professional degrees, 3 percent were Latinos (State Data Center, Summary Tape File 3, NJ Dept. of Labor, May 1992). Due to financial constraints most Latino college students attend community colleges, rather than four year universities. These trends need to change in order to prepare the Latino youth for the labor market of the 21st century.

STATE RESPONSES:

The governmental entities that would seem most responsible for addressing issues in education would be the Departments of Education and Higher Education. The Department of Education, specifically, outlined a number of programs that address or impact upon the Hispanic community. The Division of Teacher Preparation and Certification, the Division of Special Education, and Child Nutrition Division were extensive in outlining their services, however, they could not detail the percentage of Hispanics served. In some areas, such as Special Education, the division indicated that their services were "not applicable" and do not cater specifically to Hispanics. The programs that indicated greater service to Latinos were English as a Second Language (ESL), the Office of Bilingual Education where Hispanics comprised 38 percent of its served population, and the Division of Urban Education, which served 50 percent of the Hispanic clients located in special need districts.

The Department of Higher Education coordinates the New Jersey Grant Program for the education of Language Minority Students (LMS), a statewide initiative to address the academic and linguistic needs of language minority students at New Jersey colleges and universities. Assistance is provided to all Hispanic students over 18 years of age who are residents of New Jersey, particularly Puerto Rican students and other LMS. Approximately 69 percent of the students who receive LMS services are Hispanic. According to our survey these services are provided through the following four divisions: The Educational Opportunity Fund, Office of Bilingual Education, Office of Basic Skills, and Division of Student Assistance.

Despite the efforts that the state has taken to better meet the educational needs of Latinos, there is evidence that the educational policy targeted at this population is lacking in cultural sensitivity, particularly in improving the relations between parents, students and teachers. In addition, the information provided does not demonstrate how the Department of Education and the Department of Higher Education are addressing the drop-out rate of Latino students and an increase in drug use and violence in the schools.

Ignoring these pressing issues only puts minority groups at a competitive disadvantage. Although the state passed the Quality Education Act of 1990, which has allocated \$118 million to approximately 30 special needs school districts where most Latinos reside, money is not the only solution. The Latino population of New Jersey needs commitment, and perseverance from the state in supporting educational programs for our community. Thus, it is critical that the above mentioned departments work closely with local ethnic communities in order to enhance an environment of equal cooperation where programs are implemented which foster involvement of parents and community members at large in improving our schools.

EMPLOYMENT AND INCOME:

Research has proven that there is a definite link between education and employment opportunities in today's competitive job market. As one of the barriers which has prevented the majority of Latinos from obtaining an economic stronghold, the lack of educational resources has deprived Latinos economically. Approximately, 50 percent of Latinos live in urban areas, where Latinos have the lowest per capita income in the State of New Jersey, \$10,761, versus \$11,542 for African-Americans, and \$20,405 for Whites. Latino mean household income is \$28,349 (State Data Center, Summary Tape File 8, NJ Dept. of Labor, May 1992).

In terms of the Latino household composition, 42 percent of Latino families are headed by single heads of household who are employed in marginal jobs or are receiving public assistance. The high poverty rate of the Latino community in New Jersey is alarming. It rose from 8.9 percent in 1980 to 10.6 percent in 1991, a full 2.6 percentage points. This population is currently experiencing a 10.4 percent unemployment rate 2.6 percentage points higher than the state total (State Data Center, Summary Tape File 5, May 1992).

The lack of education, however, has not been the only obstacle for the economic empowerment of Latinos in the state. The impact of the "deindustrialization" of the United States, especially in urban centers, has been detrimental not only on the cities economic infrastructure, but also on the social conditions of minority groups. Capital flight of the manufacturing and textile industries to offshore "downgraded Free Trade Zones in developing countries" has left losses of around 275,000 manufacturing jobs, or 35 percent of a base of 799,000 factory jobs. The rate of manufacturing job losses in New Jersey since 1980 also was 2.5 percent higher than the nation as a whole (Star-Ledger, January 31, 1993). The population hardest hit by the downsizing of this industry is minorities, who are usually displaced from their low-pay, unskilled and semi-skilled employment in manufacturing and textile factories.

In order to come out of their own recesses, inner cities have embarked on models of revitalization to improve their decaying infrastructure. This process of economic restructuring nevertheless, has led to gentrification and the surge in the cost of living in order to attract upwardly mobile professionals to live there. Once again, the urban residents who are often neglected by this process are minorities, particularly African-Americans and Latinos, who have been fundamentally an impoverished and excluded community.

In analyzing the social policies that need to be addressed to improve the economic conditions of Latinos, the corporate sector needs to be constituted to the needs of the lower-tier working class. For example, they should allow the right of unorganized workers to be represented by a union of their choice; they should not be exploited based on their national background, sex, and class; companies should be willing to offer more employment benefits, unless the federal or state governments are willing to provide universal social benefits such as health insurance, child care, and care of the aging to allow lower labor costs (Harrison & Skocpol, 1983). In addition, partnerships should be made with state government and Latino businesses so that they can serve as a fiscal resource for the community.

STATE RESPONSE:

The data gathered from our survey regarding the state response to the economic needs of Latino residents, demonstrates that The Department of Labor has established several programs under the Division of Employment Service (ES) and Unemployment Insurance. Under the Division of Employment Service, the Department of Labor has implemented the Farmworker Outreach program. This program informs migrant and seasonal farmworkers about services available in ES offices. It also ensures that working and living conditions of these workers comply with state and federal regulations. As of February 1993, there were 175 migrant and seasonal farmworkers (MSFWs) registered in state employment service agencies. The Division of Unemployment Insurance through the Puerto Rico Interstate Unit processes and services unemployment insurance (UI) claims filed in Puerto Rico by eligible claimants.

The Department of Education also provides a job training program through the Division of Vocational Education to adult and secondary students in grades 11 and 12. Training ranges from carpentry to applied auto-mechanics and business preparatory classes. The program is funded through the Carl D. Perkins Vocational and Applied Technology Education Act (P.L. 101-383). Community based organizations in conjunction with school districts are eligible to apply for these funds.

According to the Department of Commerce and Economic Development, there are 7 percent-10 percent or 12,000 Hispanic businesses recorded by the census in the state of New Jersey. In relation to Latino business development initiatives, the Department of Banking indicated that no programs are targeted to service the Latino community. However, it mentioned that it is in the process of formulating a Banking Education Initiative. The Department of Commerce and Economic Development, cited one program devoted toward Latinos. This initiative lies within the Bureau of Hispanic Enterprise (BHE) and is specifically geared toward developing Latino businesses, particularly existing businesses. Its major function involves the assistance in the development and expansion of Hispanic businesses in New Jersey. This is achieved through business counseling and training workshops sponsored by the BHE.

Furthermore, the bureau compiles a Hispanic Professional and Business Directory for the Department of Commerce. The department also distributes a quarterly publication called "MENTOR", which is produced by the Division Development for Small Business and Women & Minority Business.

Apparently, in the area of Latino economic empowerment there seem to be no sound economic development projects to lift this community from its low employment and income status. Thus, there is a need to implement social policies that will overcome the forces of deindustrialization. For example, it is critical that our inner city communities receive funds from both public and private sectors necessary to upgrade their decaying school systems, and provide recreational facilities. Also, they need to expand the services granted by community based organizations, and rebuild their industrial zones not by marginalizing minority ethnic groups but by creating job training programs to prepare Latino workers to meet the demands of a high-tech global economy. The latest updated information on new programs disclosed that the Departments of Labor, Commerce, Education and Higher Education have joined forces for a "Work-force Readiness Partnership" to serve existing jobs in all sectors of the economy, offering direct investment and customized worker training to prevent plant closings. The network has more than \$50 million available for matching grants. (The Star-Ledger, January 22, 1993).

HEALTH CONCERNS:

The disproportionate of low levels of income among Latinos living in the State of New Jersey have posed serious health problems for this community. In fact, for virtually all of the chronic diseases that lead the Nation's list of killers, low income is a special risk factor (Healthy People 2000). For instance, many Latinos lack access to health insurance and live in resource poor communities which cannot meet the health care needs of this growing population. Furthermore, not only is there a language barrier which often prevents Latinos from seeking medical help from a non-Latino physician, but there is also a shortage of Latino professionals in health care positions.

Latino experience perhaps the most varied set of health problems facing a single minority group. Whereas Mexican Americans have low rates of cardiovascular disease, stroke rates among Puerto Ricans are high. Cuban Americans have high utilization rates for prenatal care, but lower rates prevail among Mexican Americans and Puerto Ricans (Healthy People 2000).

Latino migrant farm workers are another segment of this population which experiences high infant mortality rates (25 percent above the national average), and parasitic infections. Their life expectancy is 48 years, rather than 76 years for the larger population.

As of this date, there are 175 migrant and seasonal farmworkers (MSFWs) registered in state employment service agencies statewide. Approximately 35 percent of these applicants are U.S. citizens. Thousands of MSFW's are contacted during the farming season through field efforts, however, this number decreases as the workers migrate either back to Puerto Rico or other agriculturally significant states in the United States.

Heart disease and cancer were the two leading causes of death among Latinos. 23 percent (435 out of 1,796 cases) of Latino males died of heart disease in 1993. 19 percent (345 out of 1,796 cases) of cancer. Among Latino women, 30 percent (426 out of 1,419 cases) died of heart disease, and 24 percent (351 out of 1,419 cases reported) of cancer. In addition, unintentional injuries, homicide, chronic liver disease and cervical and AIDS rank high on the Latino list.

The spread of AIDS has become a health threat to this community. From 1980 to 1999 there were a total of 7,813 cases reported in the State of New Jersey. At the end of 1999 approximately two-thirds of the state's AIDS cases diagnosed were either black or Hispanic. From 1989 to December 1999 the number of reported AIDS cases has doubled to 14,439. Out of the 3,709 cases reported in 1999, there were 423 or 17 percent Hispanic males, and 194 or 15 percent Hispanic females infected with HIV. A majority of New Jersey's AIDS cases are heterosexual IV drug users, while nationally, 60 percent of AIDS cases are gay or bisexual males who are not IV drug users (NJ Department of Health, Health Statistics, 1999).

Evidently, the health care needs of the Latino population in New Jersey pose a challenge given their low-income status, poor education, and lack of health insurance. Thus, the progress toward a healthier Latino community will depend substantially on improvements in the health services provided by the State of New Jersey. As a special population group, Latinos often need targeted clinical community-based preventive efforts which require understanding and cultural sensitivity to the needs and the particular disparities experienced by this heterogeneous group.

STATE RESPONSE:

In our Hispanic Initiatives Survey, most of the services provided by the Department of Health and the Department of Human Services to Latinos relate to education and outreach for the prevention of HIV infection. Another area of high service to Latinos relates to programs on the prevention of alcoholism, drug abuse, and addiction. The Division of Alcoholism, Drug Abuse and Addiction Services reported that 5 percent of the population in alcohol treatment, and rehabilitation, and 16 percent of the Latino population in drug treatment, education, and rehabilitation were Latinos. The area with the highest concentration of Latino staff is in the Counseling and Testing Notification Assistance Program (CATNAP) which has three Latino field staff and one administrator under the Division on AIDS Prevention and Control Unit. This unit has implemented most of the programs through community based organizations. There are many agencies which are currently providing AIDS prevention services to Hispanics in the state of New Jersey (See directory).

The Department of Human Services serves a higher concentration of Latinos in the Division of Medical Assistance and Health Services. This division primarily involves all the Medicaid programs, special programs for the aged, blind and disabled, special Medicaid for maternal and child health, health-care, PAAD, and Homecare programs, to name a few. The division as a whole claims to serve 15.16 percent of the Latino population. Other divisions that serve a greater proportion of Latinos within the Department of Human Services relate primarily to Economic Assistance (Aid for Families with Dependent Children), Youth and Family Services, and Mental Health and Hospitals.

Although the state of New Jersey has demonstrated some efforts in serving the Latino community, clearly, its health policy efforts toward Latinos does not meet the wide range of health symptoms that this growing community is currently experiencing. Informing Latinos about health services and programs is not an issue of distributing a pamphlet or posting information in local health clinics or teach-in hospitals where poor and uninsured people are usually served. Although some educational materials printed in Spanish are available for Hispanics, most literature is simple translations of the existing literature in English. Thus, there is a need for culturally appropriate printed materials in both Spanish and English (Sotomayor, 1991:71).

Poverty, inadequate information, lack of health insurance, language barriers, and lack of cultural sensitivity are some of the factors which prevent Latinos from having greater access to health services and programs. In addition, local health clinics are often understaffed and not adequately prepared to interact with Latinos. As a policy alternative, the state should improve the financial resources to local health clinics and expand health information centers to the Latino community in the state.

HOUSING:

As one of the poorest minority groups in the state, Latinos, particularly Puerto Ricans occupy some of the worst housing stock in the state, paying excessive rents for overcrowded and substandard units. Approximately 64 percent of the housing units occupied by Latinos during 1990 were rented units. Such a high percentage of renters in home owners makes this community extremely vulnerable to displacements and gentrification. Research demonstrates that discrimination against Hispanics in the housing markets is pervasive. In fact, the 'revitalization' process of inner cities has displaced hundreds of low income families (among those many Latinos) in urban communities such as Hoboken, Jersey City, and Trenton (HLOP Conference, 1990).

STATE RESPONSE:

The Department of Community Affairs and the Housing and Mortgage Finance Agency (HMFA) the state's largest non-profit financing agency, have undertaken several programs targeted at the Latino community in the State of New Jersey.

The Center for Hispanic Policy, Research, and Development under the auspices of the Department of Community Affairs, serves this ethnic group by providing funding and technical assistance to Hispanic community-based organizations (HCBO's). Many of these organizations assist low-income families with housing problems and displaced homeowners. In addition, the Division of Community Resources which is located within this department, assist HCBO's by providing services such as weatherization (energy assistance, heaters, windows, doors, etc.).

The Housing Mortgage and Finance Agency (HMFA) focuses on promotional programs geared toward homeownership. A comprehensive plan toward the development of housing policies that will support the housing conditions of Latinos is under development. Also the New Jersey Housing and Mortgage Finance Agency launched a new marketing and outreach program to break down the language barrier that may be preventing Spanish-speaking persons from owning homes. As part of its new effort, the HMFA released the first issue of a bilingual newsletter, *Hogar Dulce Hogar* (Home Sweet Home), which features information on its current programs and the outreach program.

In addition, the agency's mortgage brochures have been translated into Spanish, and a public service announcement is already being aired on television. A new website video is also available for community groups and to encourage Hispanic home ownership (The Star-Ledger, January 1993). The agency is also training Spanish-speaking real estate agents and lenders to pre-qualify prospective buyers for agency mortgages and to provide information on HUDFA programs. Furthermore, it is co-sponsoring affordable housing fairs to be held in urban areas with large numbers of Spanish-speaking residents, and will participate in parades and special events for Hispanic.

POLITICAL EMPOWERMENT

An issue of critical importance to Latinos is their political participation and representation at all levels. The Latino community is at a pivotal juncture in the political arena. For example, the future of Latinos in the State of New Jersey was of particular concern in the redistricting process. The political alignment established by the Redistricting Commission as a result of the 1990 Census has rendered the emergence of Latinos as a political voting bloc. In fact, one of the devastations of the process was the Essex county experience. Newark, for instance, is a city where the largest Latino population in the State resides (72,000). The city was restructured into three legislative districts, thus diminishing a strong plurality and the viability of a solid Latino bloc that had been developing over the past decade.

Despite this setback, political representation by Latinos is steadily growing. The 1990 roster of the National Association of Latino Elected and Appointed Officials indicated that New Jersey had 53 Latino elected officials. This translates to 57 percent of all elected officials in New Jersey, when in fact, Latinos make up approximately 10 percent of the population statewide. Although the majority of these candidates were elected to boards of education, the existing efforts have expanded to municipal, county, and legislative seats in the past three years. The most recent data available on the number of Latino elected and appointed officials are from January 29, 1991, which indicate that the total number is 125 (ANJHO, January 29, 1991).

Nevertheless, Latinos are still seriously underrepresented in the political and policy-making arena, both locally and at the state level. This reality must be underscored as a critical issue. As taxpayers and active citizens in their community, Latinos are participating in the political process at all levels. As they become a significant voting bloc over the next decade, it will be imperative for legislators and policy makers to include representation from this population as an integral part of the social, economic, and political agenda-building process for the state.

Finally, the voting age population in the Latino community will continue to gain momentum over the next decade, as Latino children come of age and enhance the efforts of Latino leadership that began in the late 1960's. As more generations of Latino families settle in particular communities throughout the state, we should witness voter registration assuming a prominent place within the lifestyle of Latino voters.

Evidently, the growth of this ethnically diverse New Jersey community is going to have political and economic implications on federal, state, and local public policy issues. What has been evident in previous research findings concerning government services to minorities is that federal and often state government have no consistent policy for dealing with minority groups (Tienha, 1988:216). For minority groups it is important that government programs meet this population's growing demands for better health care, bilingual education, affordable housing, immigration services, economic and political opportunity.

STATE RESPONSE:

The Department of State has undertaken a project to reach out to Latino voters through the Elections Division. This division has under its wing the Voter Registration Form. Its objective is to ensure that the Spanish speaking population is afforded the opportunity to be fully informed regarding registration and ballot information when exercising the constitutional right to register and vote.

CONCLUSION

In analyzing the role of government and its relationship to the Latino community in the state of New Jersey, several questions arise in dealing with the impact of social policy targeted at this socially disadvantaged ethnic group. For instance, How are governmental bodies dealing with the Latino population issues? How are Latinos, many of whom are not yet United States citizens, going to benefit from state social policy legislation? Do state institutions have an efficient strategy to target the social, economic and political needs of this minority group?

This study has shed some light on the need to tailor state government Hispanic initiatives that are currently serving the Latino community in New Jersey. The findings that were gathered from the survey demonstrate that some efforts on behalf of the State of New Jersey are taking place. However, more has to be done in terms of expanding these state initiative programs and their community out-reach strategy. Furthermore, additional efforts should be created to recruit more Latinos to work in state government.

In summary, this report not only serves to highlight the current services that are being provided by the State of New Jersey, but as a point of departure for more in-depth research for future policy recommendations to examine whether state services are meeting the Latino community's social, economic, and political needs.

STATE DEPARTMENTS

1. Department of Agriculture.....	p. 17
2. Department of Banking.....	p. 17
3. Department of Commerce and Economic Development.....	p. 18
4. Department of Community Affairs.....	p. 19
5. Department of Corrections.....	p. 23
6. Department of Education.....	p. 24
7. Department of Environmental Protection and Energy.....	p. 30
8. Department of Health.....	p. 31
9. Department of Higher Education.....	p. 35
10. Department of Human Services.....	p. 36
11. Department of Insurance.....	p. 40
12. Department of Labor.....	p. 40
13. Department of Law and Public Safety.....	p. 41
14. Department of Military and Veterans Affairs.....	p. 42
15. Department of Personnel.....	p. 43
16. Department of the Public Advocate.....	p. 44
17. Department of State.....	p. 44
18. Department of Transportation.....	p. 46
19. Department of the Treasury.....	p. 46

QUASI-INDEPENDENT AGENCIES

1. Hackensack Meadowlands Development Commission.....	p. 47
2. Casino Control Commission.....	p. 47
3. New Jersey Housing and Mortgage Finance Agency.....	p. 48

**NEW JERSEY:
STATE DEPARTMENTAL INITIATIVES**

1. DEPARTMENT OF AGRICULTURE

The Department of Agriculture conducts a variety of regulatory, service and promotional activities, including programs for animal and plant disease control, fire protection, sale and pricing of milk, quality control and marketing of farm and seafood products, and the encouragement of the state's horse industry. The department has 194 employees. As of February 1993, there is only 1 Hispanic male employed in a professional position, and 1 Hispanic female in a clerical job category employed at the Department of Agriculture (Bureau of Selection and Classification Analysis, Department of Personnel, 2/26/93). For the fiscal year 1991-1992 it had an appropriation of \$7,361,000 from the state budget, and was allocated \$2,348,000 in federal funds.

PROGRAM DESCRIPTION

The Department of Agriculture did not specifically answer the questionnaire. Except for the department's mission statement, there was no evidence regarding programs targeted at the Latino community.

KINDS OF ASSISTANCE: Not available

ASSISTANCE PROVIDED TO: Agricultural and agribusiness industry. It coordinates the state wide distribution of federal surplus food commodities to needy citizens and school children.

OTHER INFORMATION: Not available.

CONTACT: (609) 392-6931.

For further information, write:

Jack Gallagher, Director
Division of Administration
Department of Agriculture
CN 330
Trenton, NJ 08625

2. DEPARTMENT OF BANKING

The Department of Banking is responsible for the supervision and regulation of state-chartered commercial banks, savings banks, savings and loan associations, consumer credit businesses, credit unions, mortgage bankers and brokers, and non-profit monetary companies. It employs 125 persons. As of February 1993, there is only 1 Hispanic male working in a professional position, and 1 Hispanic female in a clerical job category employed at the Department of Banking (Bureau of Selection and Classification Analysis, Department of Personnel, 3/26/93) and had an appropriation of \$6,268,000 from the state budget in fiscal 1991-1992.

PROGRAM DESCRIPTION: To inform the Latino community about the nature of financial institutions, particularly with the banking environment in New Jersey. It communicates not only with traditional list of reporters and newsmen, but also specifically with the Spanish speaking news media.

KINDS OF ASSISTANCE: The Department of Banking is now in the process of formulating a banking education initiative in order to advance and address the specific needs and concerns of New Jersey's Hispanic community.

ASSISTANCE PROVIDED TO: Consumers in New Jersey, particularly those who do not use English as the primary language.

OTHER INFORMATION: Not available

CONTACT: (609) 252-7000

For further information, write:

Ms. Mary Katherine Palladino
Legislative Liaison

Ms. Sandy Cooney
Public Information Officer
Department of Banking
CM 040
Trenton, NJ 08625-0640

3. DEPARTMENT OF COMMERCE AND ECONOMIC DEVELOPMENT

Established in 1961, to encourage business investment and expansion. The department employs 113 persons, out of which 2 are Hispanic males in a professional job category, and 4 are Hispanic females, three in clerical positions and one employed at a professional level. It had a budget appropriation of \$49,414,000 for the 1991-92 fiscal year, including \$21,984,000 for the New Jersey Commission on Science and Technology, and \$8,287,000 for public broadcasting. The budget also appropriated to the department \$4,434,000 for state aid programs.

PROGRAM DESCRIPTION: Bureau of Hispanic Enterprise located in the Division Development for Small Business and Women & Minority Business (SWMB). The program staff is composed of 5 percent-10 percent Latinos including the employees of the Office of Certification and Self-Aide who are bilingual.

KINDS OF ASSISTANCE: The mission of the BHE is to assist in the development and expansion of Hispanic businesses in New Jersey. This is achieved through business counseling and training workshops sponsored by the BHE in conjunction with the Small Business Development Centers of the State. It is also compiling a Hispanic Professional and Business Directory for the Department of Commerce publication. The department also distributes a quarterly publication called MENTOR, which is produced by the SWMB Division and is sent to Hispanic Businesses and other business constituencies.

ASSISTANCE PROVIDED TO: 7 percent-10 percent, or 12,000 Hispanic businesses referred by the census in the State of New Jersey.

The public is made aware through news conferences, and public service announcements which are both in Spanish and English.

OTHER INFORMATION. The Department is funded 100 percent by the State of New Jersey. Since its services are not grant allocated, the department responded that its level of funding is not adequate to meet the programs' objectives.

CONTACT (609) 984-6668

For further information, write:
Marta C. Gonzalez, Small Business Dev. Rep.
Department of Commerce and Economic Development
30 West State Street
CN 820
Trenton, NJ 08621-0820

4. DEPARTMENT OF COMMUNITY AFFAIRS

Created in 1966, it provides financial and technical assistance and services to the state's 367 municipalities and 21 counties and to social service agencies and individual citizens. The department administers a variety of programs through its divisions and the Council on Affordable Housing, the Governor's Council on Affordable Housing, the Governor's Council on Physical Fitness and Sports, the Hackensack Meadowlands Development Commission, the New Jersey Housing and Mortgage Finance Agency, the Office of the Ombudsman for the Institutionalized Elderly, and the Office of the Public Guardian. The department employs 566 persons, 19 are Hispanic males; 2 are employed in administrative positions, 12 in professional, and 5 as technicians. 29 are Hispanic females employed in the following areas: 4 at administrative levels, 18 in professional, and 7 in clerical positions. The department had an appropriation of \$696,831,000 from the state budget for fiscal 1991-92, including \$674,175,000 for state aid programs, plus \$181,475,000 in anticipated federal funds.

In addition to the Center for Hispanic Policy, Research and Development, there are four Divisions within the Department of Community Affairs which responded to our survey demonstrating their efforts to service the Latino community.

1) DIVISION UNIT Community Resources

PROGRAM DESCRIPTION Provides services in weatherization (energy assistance, heaters, windows, doors, etc.) In addition, it also offers education/social services (including legal assistance, advocacy for farmworkers through CATA, support of Head Start-type programs sponsored by the Puerto Rican Congress and Puerto Rican Action Board, and administrative and transportation support for ASPIRA and La Casa de Don Pedro), all funded through Community Services block Grants.

ASSISTANCE PROVIDED TO: Hispanic community based organizations such as La Casa de Don Pedro, Morris County Organization for Hispanic Affairs,

Public Review Action Board, Puerto Rican Association for Community Organization (PACO), Inc.

2) DEPARTMENT: State Office of Legal Services

PROGRAM DESCRIPTION: Provides representation to people in courts through funded agencies, secures people's legal rights.

ASSISTANCE PROVIDED TO: 15 % of state funding is provided to 15 non-profit legal service agencies throughout the state of New Jersey. Approximately 10,000 clients are paid for by the State Office of Legal Services. The number of Latino clients served is not available.

CONTACT: The following agencies.

ATLANTIC COUNTY

Cape-Atlantic Legal Services
J. Paul Michale, Director
18 South Carolina Ave.
Atlantic City 08401 (609) 348-4200
Serves Atlantic, Cape May Counties

Neighborhood Office

Cape-Atlantic Legal Services
550 Route 9 South
Cape May Court House 08210
(609) 465-3001

BERGEN COUNTY

Bergen County Legal Services
Richard S. Samuel Project Admin.
47 Essex Street, Hackensack 07601
(201) 487-2586

BURLINGTON COUNTY

See Camden County

**CAMDEN COUNTY (Including
Gloucester, Salem, Cumberland
and Burlington Counties)**

Camden Regional Legal Services, Inc.
Patricia Brown Atkins, Exec. Director
Administrative Office
520 Cooper Street, Camden 08102

Some Neighborhood Offices

Camden Regional Legal Services, Inc.
Tenants Rights, Health & Welfare,
Matrimonial & Child Support, Consumer
520 Cooper St., Camden 08102
(609) 964-1000

ESSEX COUNTY

Felipe Chavira, Executive Dir.
Administrative Offices
Consumer Law, Family Law,
General Law & Hearing Law Units
8 Park Pl., 4th Floor
Newark 07102 (201) 624-4500

Essex-Newark Legal Services

Senior Citizens' Unit
Marilyn Ashin, Senior Attorney
400 Main Street, Orange 07060
(201) 672-3838

Essex-Newark Legal Services

Hispanic Office
1111 Raymond Blvd., Newark 07102
(201) 640-8707

Essex-Newark Legal Services

(Rotgers Legal Aid Clinic)
Public Entitlement Unit
15 Washington Street, Rm. 320
Newark 07102 (201) 624-5360

HUNTERDON COUNTY

Hunterdon County Legal Services
Corporation
123 Main St. Flemington 08822
(609) 782-7979
Martha Gonzalez, Director

MERCER COUNTY

Legal Aid Society of Mercer County
Patrick M. Budd, Director
14-18 W. Lafayette St.
Trenton 08606-2288
(609) 695-4249

Camden Regional Legal Services, Inc.
Senior Citizens Advocate Center
500 Cooper St., Camden 08102
(609) 354-1055

Camden Regional Legal Services, Inc.
Paraprofessional Division
71 E. Commerce St.
Bridgeport 08303-3943
(609) 451-9003

CAPE MAY COUNTY
Cape-Atlantic Legal Services
William F. Metrick, Legal Dir.
Hall of Records, CN 800
Cape May Court House 08210
(201) 385-8911

OCEAN COUNTY
Ocean-Monmouth Legal Services, Inc.
Cecilia M. Pascake, Executive Director
Gary Salvendy, Supervising Attorney
27 Washington St., Toms River 08763
(609) 341-3727

PASSAIC COUNTY
Passaic County Legal Aid Society
John D. Altan, Executive Director
Madeline L. Houston
Director of Litigation
140 Market St. Paterson 07645
(201) 345-7171

SALEM COUNTY
See Camden County

SOMERSET COUNTY
Somerset-Somerset Legal Services Corp.
Diane K. Smith, Executive Director
76 Grove St., Somerville 08876
(609) 251-0940

MIDDLESEX COUNTY
Middlesex County Legal Services
Corporation
Paul Mullin, Director
78 New St. New Brunswick 08901
(908) 345-7800

MORRIS COUNTY
Legal Aid Society of Morris
County
900 Route 1 South
Morristown 07960
(909) 461-0001

SUSSEX COUNTY
Somerset-Sussex Legal Services
Nancy F. Carls, Managing Attorney
Diane K. Smith, Executive Director
P.O. Box 159 Newton 07844
(201) 383-7400

UNION COUNTY
Union County Legal Services Corp.
Richard W. Bennett,
Executive Director
60 Prince St., Elizabeth 07208
(609) 354-4344

WARREN COUNTY
Warren County Legal Services Corp.
John H. Fitzgerald, Director
31 Front St., P.O. Box 66
Delaware 07833
(908) 475-3033 FAX (908) 475-1719

20 **DEVELOPMENT Division on Women**

PROGRAM DESCRIPTION The division annually helps thousands of women toward job and economic self-sufficiency through three separate programs for women's employment, training, and support services.

The Displaced Homemakers Program offers education and job training as well as supportive counseling and other services that enable displaced homemakers to become financially independent.

Hispanic Women's Demonstration Resource Centers provide job training, supportive counseling, English as a second language training, and other services to enhance the employability of Hispanic women and to encourage self-sufficiency. The centers are located in Camden, Auburyn Park, and Newark. An Advisory Board is charged with assisting the Division to develop effective service programs.

Urban Women's Centers, which are located in Camden, Trenton, Plainfield, and Newark, provide many of the same kinds of services as the other two employment programs, with attention to the special needs of urban, low-income women.

3) **DIVISION/UNIT:** Division of Housing

PROGRAM DESCRIPTION: Provides affordable housing production and administration.

ASSISTANCE PROVIDED TO: Housing Program grantees include Villa Santa Maria (La Casa de Don Pedro, grantee in Newark), Villa Bonifacio expansion (PACO, grantee in Jersey City). La Casa de Don Pedro receives a grant from housing demonstration funds to serve as a field office for the affordable housing management service (which directs applicants to affordable housing opportunities).

In total five Hispanic community based organizations receive funds to operate their own affordable housing arm: Latino Community Land Trust of Trenton; the North Camden Land Trust, La Casa de Don Pedro, PACO and New Jersey Rural Opportunities from the Millville/Windward area.

4) **DIVISION/UNIT:** Division on Aging

PROGRAM DESCRIPTION: Emphasis on education via the sponsorship of a health care symposium (May 1983) which explores the problems associated with providing health care services and information referral.

ASSISTANCE PROVIDED TO: Hispanic elderly in the state, and to develop ways to draw Hispanics into the state health care delivery system.

OTHER INFORMATION: Please note that while La Casa de Don Pedro and other social service organizations have a Hispanic orientation, the programs that they provide via Community Services Block Grant funds disbursed by the Department must be made available to any income eligible person, regardless of ethnic background. However, it is safe to conclude that those agencies, organized by and for Hispanic residents, provide the bulk of their services to Hispanic clients.

CONTACT: (609) 292-6035

For further information, write:

Jay Johnson, Public Information Officer
Department of Community Affairs
CN 800
Trenton, NJ 08622-0800
(609) 292-6444

5. DEPARTMENT OF CORRECTIONS

The department operates nine adult institutions, one of which is exclusively for sex offenders, three youth correctional institutions, three juvenile facilities, 12 district parole offices and numerous residential group centers, community-based units and satellite facilities. It employs 8,738 persons, 334 are Hispanic males of which 274 are employed in protective services and 103 are Hispanic females employed in the areas of professional, protective services, and clerical. The department is responsible for more than 24,000 offenders in custody. It also supervises 24,500 paroles. The department had an operating budget of \$629,661,000 for fiscal 1991-92.

The Department of Corrections provided a list of programs and activities which is listed below.

DIVISION/UNIT: Office of Hispanic Services

PROGRAM DESCRIPTION: The Department of Corrections' Office of Hispanic Services assists the Office of the Commissioner in dealing with the broad issues which affect the Hispanic presence at this particular department. This overall purpose is operationalized via an Office staff of 11: seven professionals (Director/Supervisor PDS, Assistant Director/Social Work Supervisor I, Clinical Psychologist, Community Resources Development Specialist/PDS I, Translator/Termologist/PDS II, Principal Social Services Aide and Sr. Clerk Transcriber, all titles have the bilingual variant. All seven staff members are conversant in Spanish and English. All are of Hispanic descent (1-Guatemalan, 1-El Salvador, 5-Puerto Rican). The Office of Hispanic Services is funded through US Department of Justice Marcel Reimbursement funds. Hispanics employed at other DOC Units are also employed under State Budget provisions, in particular the Hispanic custodial personnel.

ASSISTANCE PROVIDED TO: Its mission regarding Hispanic initiatives is to be responsive to the stated and identified needs and aspirations of the incarcerated Hispanic and his/her family; and to be an advocate, facilitator, support system on behalf of all Hispanics (employee & incarcerated) at the NJ Department of Corrections. The Department of Corrections does not provide the percentage of incarcerated Latinos their service.

CONTACT: (609) 292-6017

For further information, write

Abraham A. Espada, MSW
Chief of Office
Office of Hispanic Services
Department of Corrections
CN 602
Trenton, NJ 08625

6. DEPARTMENT OF EDUCATION

Administers state and federal aid to education programs affecting more than 1.3 million public and non-public elementary and secondary school children, and is responsible for ensuring that local schools comply with state and federal laws and regulations. It also directs education programs for adults and for those who are disabled, disadvantaged or foreign-born. The department, which includes the State Library, employs 1,884 persons, 7 (0.3%) are Hispanic males of which 6 are employed in professional positions, and 1 in service maintenance. Hispanic females comprise of 17 (0.7%) employees, 1 is an official administrator, 19 are in professional positions, 1 in paraprofessional and 6 in clerical. The department had an appropriation of \$37,857,000 from the state budget in fiscal 1991-92. The Department of Education provided questionnaires for 12 DIVISIONS/UNITS within the department.

1) DIVISION/UNIT: Bureau of Bilingual Education

PROGRAM DESCRIPTION: Bilingual, BIL and English Language Services, Special Review Assessment in the Native Language, programs are administered through the Bureau of Bilingual Education. There are 5 staff members--all bilingual. School districts receive in excess of \$37 million yearly for services to limited-English proficient students.

KINDS OF ASSISTANCE: To ensure the limited English proficient students are provided with instruction which will allow them to continue to develop their academic skills and to allow them to earn a New Jersey High School diploma while they are acquiring proficiency in English, the Bureau of Bilingual Education provides training and technical assistance to school districts.

ASSISTANCE PROVIDED TO: Approximately 85 percent of these Hispanic children from grades K-12, who are limited English proficient. The Office of Bilingual Education makes the public aware of these services through presentations to school district personnel in Spanish and English.

CONTACT: (609) 292-8777 or (609) 984-1438

For further information, write:

Hector Ramon Villalona, Coordinator
Bureau of Bilingual Education
Department of Education
CB 500
Trenton, NJ 08625-0500

2) DIVISION/UNIT: County and Regional Services/OSEO

TYPE OF PROGRAM: Technical Assistance and Training to schools on site, regional, district, and statewide conferences, Hispanic forums, workshops for staff serving Limited English Proficient (LEP) students; and the dissemination of Hispanic materials. These activities are held by the County and Regional Services/OSEO and are grant allocated programs. However, state agencies and school districts are the only entities eligible to apply to these funds.

KINDS OF ASSISTANCE: Participants are trained to understand the process of acquiring English as a second language, strategies and techniques are utilized to meet the needs of the Hispanic student. Participants are sensitized to cultural differences that impact on classroom activities. The causes of isolation of Hispanic students are also identified.

ASSISTANCE PROVIDED TO: According to the OEEO, it services the entire state. Although, the focus of this program is targeted at children and school districts the Department of Education's questionnaire response does not provide a percentage of the Hispanic population that receives the department's services. Information about these programs is disseminated through pamphlets, films, books and workshops. All of these items are published in Spanish and English. Most of the time the OEEO's initiatives are successful in reaching the Hispanic community.

OTHER INFORMATION: State Bilingual/Categorical Aid funds the Department in order to provide these services/initiatives. However, limited fiscal and personnel resources impede the implementation of comprehensive activities and are limitations. The Northern region conducted monthly Hispanic Forum meetings beginning September 27, 1991. The first meeting was held in the Hoboken School District. Each month the meeting was held in a different district. Parents, community members, and students were invited to participate and provide input into problems of isolation of Hispanic students.

Participating Districts:

Jersey City
Weehawken
Union City
Newark
North Bergen
Dover

Participants from other districts were invited to attend these meetings.

CONTACT: (609) 384-1436

For further information, write:

Dr. Gilda L. Rorro
Dir. Office of Equal Educational Opportunity (OEEO)
Department of Education
Capital Plaza 2140 West State St.
Trenton, NJ 08625-0449

3) **DIVISIONUNIT:** Teachers Prep. and Certification Division

TYPE OF PROGRAM: The Teachers Preparatory and Certification (TPC) Division provides programs on recruitment, placement, and retention. This is not a grant allocated program.

ASSISTANCE PROVIDED TO: Top quality Hispanic teachers, administrators, and college trained or potential teachers aides, etc. Special attention is given to urban district needs. The TPC makes the public aware of its programs through pamphlets, workshops, direct contact with colleges, places of employment, professional and community organizations. All its publications are done in Spanish and English.

CONTACT: (609) 292-0402

For more information, write:

Mr. Terrell Everett
Recruitment Officer
Dept. of Education
CN 500
Trenton, NJ 08625-0500

4) **DIVISION/UNIT:** Division of Special Education (DSE)

TYPE OF PROGRAM: The Division of Special Education does not focus on ethnic groups. Its objective, however, is to provide special education and related services. These services are funded by both federal and state aid. School districts are eligible to apply for these funds.

ASSISTANCE PROVIDED TO: Individuals with learning disabilities between the ages of 6-21 who require special education. They are made aware of the DSE's programs through pamphlets. Some of the publications are in Spanish and the rest in English.

CONTACT: (609) 292-7602

For further information, write:

Eugene A. Goldman
Manager, Division of Special Education
CN 500
Trenton, NJ 08625-0500

5) **DIVISION/UNIT:** NJ School of the Arts/Division of Direct Services

TYPE OF PROGRAM: Performing and Visual Arts. The funds for these programs come from the Department of Education and also school districts. These are not grant allocated programs.

ASSISTANCE PROVIDED TO: To meet the educational and personal needs of students in grades from 9 to 12 via arts involvements, for example, creative writing, dance, drama, music, visual arts. These students are made aware of the programs provided through pamphlets, press releases, direct mailings and contact with school districts. All of the publications are in English.

OTHER INFORMATION: A Grant proposal was submitted to serve school districts (Passaic) with approximately 50 Hispanic student population. Proposal written by the New Jersey School of the Arts and submitted to the U.S. Department of Education. Summary of proposal available.

CONTACT: (609) 633-3941

For further information, write:

Abraham Heller
Director, NJSA
Department of Education
CN 500
Trenton, NJ 08625-0500

6) **DIVISION/UNIT:** English as a Second Language (ESL)

TYPE OF PROGRAM: Direct services provided to non-English speakers. 66 percent of the staff is bilingual. This program is grant allocated. Community based organizations, other local groups, and municipalities are eligible to apply for these funds. However, funding is not adequate to meet ESL's programs/initiatives.

ASSISTANCE PROVIDED TO: 70 to 75 percent of enrolled Hispanic students. They are made aware of ESL through pamphlets, public service announcements, and flyers. All of its publications are in Spanish and English.

CONTACT: (609) 644-3808

For further information, write:

Richard Kent, Coordinator
ESL
Department of Education
CN 500
Trenton, NJ 08646-0500

7) **DIVISION/UNIT:** Division of Vocational Education

TYPE OF PROGRAM: To provide vocational education to adults and secondary students in grades 11 and 12. Student ethnicity is reported in their enrollment survey. The program is funded through the Carl D Perkins Vocational and Applied Technology Education Act (P.L. 101-364). Community based organizations in conjunction with school districts are eligible to apply for these funds.

ASSISTANCE PROVIDED TO: According to the Division of Vocational Education, since vocational programs are taught at over 300 comprehensive and county vocational schools they were unable to obtain teacher ethnicity for only vocational programs. Each school is responsible for publicizing the vocational programs available. Nevertheless, this Division gave a list of the segment of the Hispanic population which the department focuses on: women, children, farmworkers, disabled, veterans, juveniles, homeless, felons/parolees, Hispanic businessmen, and disadvantaged single parents and homemakers.

CONTACT: (609) 292-0822

For further information, write:

Carmela Joseph, Education Planner
Division of Vocational Education
Department of Education
CN 500
Trenton, NJ 08646-0500

8) **DIVISION/UNIT: Finance**

TYPE OF PROGRAM. The Finance unit provides several programs to the New Jersey Hispanics community: the Bureau of Child Nutrition, School Nutrition Program, Summer Feeding Program, Child Care Food Program, and the Adult Day Care program. This Unit is funded from Federal funds from the United States Department of Agriculture. This level of funding is adequate to meet the unit's programmatic activities.

KIND OF ASSISTANCE. To provide nutritious, well balanced meals in order to promote sound eating habits and to foster good health in children and the elderly and academic achievement in students.

ASSISTANCE PROVIDED TO. The Bureau of Child Nutrition's Child Nutrition program and the School Nutrition program serve a total of 335,000 eligible students throughout the state of New Jersey. 48,252 students are eligible for the reduced priced lunch. A total of 284,814, or 25.7 percent of the total student body, are eligible for free and reduced price lunches.

The Child Care Food Program administers approximately 300 for-profit and non-profit organizations which sponsor 163 Day Care Centers. There are 4 one-site centers sponsored by profit organizations with a total enrollment of 185 children. There are 103 multiple-site centers also sponsored by for-profit organizations. They have a total of 24,696 children, from 0-6 years old enrolled. 11,821 other children are cared by 68 one-site centers sponsored by non-profit organizations.

The Adult Day Care Program as of October 1991 had a total of 90 on-site centers which had 3,792 clients enrolled. 16 multiple site centers offering 5 programs had an enrollment of 792 people.

The total enrollment of students from K-12 is 1,599,831 (Department of Education, October 15, 1991). According to the Finance Unit, There is no statistical breakdown on race or ethnic background state-wide. However, schools within particular districts have this information available to the public. Statistical information was unavailable from the Summer Feeding Program.

Students are made aware of these programs through public service announcements, and Child Nutrition Program documents. All publications are in Spanish and English.

CONTACT (609) 864-4692

For further information, write:

Kathy F. Kasser, Director
Finance
Department of Education
CN 800
Trenton, NJ 08632-8000

- 9) **DIVISION/UNIT** There are no initiatives geared specifically for Hispanics provided by the Bureau of School Finance.

10) **DIVISION/UNIT:** Direct Services

TYPE OF PROGRAM: Educational program for seriously impaired students and parent-infant program for parents with seriously impaired children. It is funded through state and tuition fees.

CONTACT: (609) 594-3112

For further information, write:

Gertrude S. Galloway
Superintendent
Department of Education
CM 500
Trenton, NJ 08625-0500

11) **DIVISION/UNIT:** Urban Education-Urban Assistance Center-South

TYPE OF PROGRAM: Family Net. It identifies programs and services which can serve the diverse health and human services needs of families in the 30 Special Needs districts. The program collaborates with other Departments of State government to overcome the barriers which prevent families from having access to services. 5 percent to 10 percent of the program staff involved in the initiative program are bilingual. The programs are state funded.

ASSISTANCE PROVIDED TO: Families. In the 30 Special Needs districts 50 percent of the clients served are Hispanic. The public is made aware of these services through pamphlets; newspaper articles; community agency mailings; school district newsletter, and statewide conferences.

OTHER INFORMATION: Hispanic Community Forums in Vineland and Camden City- are coordinated with OEDC.

CONTACT

For further information, write:

Donna Olson, Director
Division of Urban Education
Department of Education
CM 500
Trenton, NJ 08625-0500

12) **DIVISION/UNIT:** Urban Assistance Center North

TYPE OF PROGRAM

- a) To provide a mechanism to coordinate the services of a number of state agencies that impact on families.
- b) To provide assistance to districts in implementing program improvement activities.

- c) To provide direct assistance to targeted high schools with large numbers of Hispanic students, to decrease dropout rates and improve education outcomes, etc.
At the time this survey was administered this project was in the planning stages.

ASSISTANCE PROVIDED TO: Children and the homeless who are informed about these programs through pamphlets and news conferences. Although, the information is only in English, there are plans to translate some basic information into Spanish.

OTHER INFORMATION: The programs are state funded.

CONTACT: (908) 266-0990

For further information, write:

Jay Deolani, Acting Director
Urban Assistance Center North
Department of Education
4th Floor
240 South Harrison St.
East Orange, NJ 07068

7. DEPARTMENT OF ENVIRONMENTAL PROTECTION AND ENERGY

The department is responsible for conserving the state's natural resources, monitoring its air and water standards, and managing its forests, parks and recreation areas. It strives to prevent pollution, preserves historic sites, and operates salt-water marinas. It also controls the development of flood plains and wetlands. In 1991 it began overseeing energy functions. The department employs about 2,500 persons. There are 24 or .4 percent Hispanic males employed at all levels from administrative to service maintenance and 51 (1.5 percent) Hispanic females employed in administrative, professional, and clerical areas. For the 1991-92 state budget, it had an appropriation of \$106,247,000, plus \$8,634,000 for state aid programs.

PROGRAM DESCRIPTION: On-Campus College Recruitment; Discovery Program; Program for Socially & Economically Disadvantaged Business; Intern Program. All these programs are located at the Office of Equal Opportunity. The percentage of bilingual staff involved in these initiatives ranges between 5 percent-10 percent.

KINDS OF ASSISTANCE: To recruit Hispanic graduates in order to increase minority and female are here. Increase awareness and exposure of minority students to careers in the environment.

ASSISTANCE PROVIDED TO: 4 percent-.5 percent of New Jersey's Hispanic population, particularly High School and College Students. This population is made aware of these programs through pamphlets, and a host conferences with booths sponsored by Hispanic groups. These stems are in English.

OTHER INFORMATION State and Federal funds allotted to the budget of the Office of Equal Opportunity and Public Contract Assistance provide funds for these programs. These are not grant allocated programs. Nevertheless, this Department sees the funding adequate to meet program/initiatives. An attachment was provided along with the returned questionnaire.

CONTACT (609) 984-9742

For further information, write:

Patricia F. Lyons, Administrator
Office of Equal Opportunity
Dept. of Environmental Protection & Energy
401 East State Street
Trenton, NJ 08625

8. DEPARTMENT OF HEALTH

Oversees all hospitals in the state and administers state and federal financial assistance to these hospitals, local health departments, home health agencies and other community health agencies. The department conducts programs to prevent and control communicable diseases through detection and immunization. It is the repository for all state health records, including vital statistics. It also studies the delivery of health services and the problems of alcohol and drug abuse. The department employs 1,543 persons out of which 13 (0.8%) are Hispanic males, 12 are employed at the professional level, one is clerical. There are 37 (2.4%) Hispanic females employed at all levels. It had an appropriation of \$94,263,000 from the state budget for fiscal 1991-92, plus \$150,485,000 in anticipated federal funds.

1) DIVISION/UNIT: The Treatment Unit; The Prevention Unit; and the Division of Alcoholism, Drug Abuse and Addiction Services.

PROGRAM DESCRIPTION The Treatment Unit conducts programs on Funding for Treatment and Rehabilitation, and Special Projects. The second division is the Prevention Unit which conducts Prevention Projects. Approximately 4 percent of the staff is bilingual. This percentage also reflects staff working for the Division of Alcoholism, Drug Abuse and Addiction Services. It does not include grant funded staff positions for provision of direct services.

OBJECTIVE The provision of treatment, rehabilitation, prevention, intervention and educational alcohol and drug services to Hispanics in New Jersey.

ASSISTANCE PROVIDED TO Approximately 5.6 percent of the clients served for alcohol rehabilitation are Hispanic, 18 percent at drug treatment centers. Among those served include the elderly, women, children, farmworkers, juveniles, homeless, immigrants. These segments of the Hispanic population are informed through pamphlets, public service announcements, trainings, presentations, lectures, directories, conferences. These items are published in Spanish and English.

OTHER INFORMATION: Federal Block Grants and State appropriations are allocated to service providers, such as CURA, Inc., CATA, PROCEED Community based organizations, other local groups, and municipalities are eligible to apply for these funds. However, the level of funding is not adequate to meet their objectives.

CONTACT: (609) 292-8186

For further information, write:

Klas Cruz Olsh, Program Specialist
Department of Health
John Fitch Plaza
CN 360
Trenton, NJ 08625-0360

2) DIVISION/UNIT: Division of Community Health Services

PROGRAM DESCRIPTION: Under the Division of Community Health Services the unit of Women Infants and Children (WIC) provides an array of programs targeted to the Hispanic community. The programs consist of Prenatal Care, Family Planning, Child Health and Special Child Health Care programs.

PROGRAM OBJECTIVES

- a) Reduce infant mortality rates
- b) Provide Family Planning to families/women
- c) Improve child health status
- d) Improve nutritional status of women and children

ASSISTANCE PROVIDED TO: Women, Children, and the Disabled. 34 percent of the clients are Hispanic within the WIC, and 39 percent for Prenatal Care Programs. Community outreach and awareness is done through pamphlets, public service announcements. Outreach workers are funded by grants provided by state and federal funds. Most of the publications and information are provided in Spanish and English.

CONTACT: (609) 292-4043

For further information, write:

Susan Leroy Goodman
Assistant Commissioner
Department of Health
John Fitch Plaza
CN 360
Trenton, NJ 08625-0360

3) DIVISION/UNIT: Division of AIDS Prevention and Control, Prevention Education and Training Unit

PROGRAM DESCRIPTION: Most of the programs taking place under the umbrella of the Prevention Education and Training Unit have been implemented through Community Based Organizations. These programs are funded by state

and federal (Centers for Disease Control and Prevention) dollars which are used to provide HIV prevention interventions. There are nine agencies which are currently providing AIDS prevention services to Hispanics.

- a) **Grantee:** Planned Parenthood of Mercer
Function: Community and agency based HIV/AIDS prevention education and outreach to the Hispanic Community
- b) **Grantee:** Puerto Rican Association for Community Organization (PACCO)
Function: HIV/AIDS prevention education to Hispanic Community by bilingual and bicultural community based organization.
- c) **Grantee:** Spanish Community Center
Function: Same as above
- d) **Grantee:** Hispanic Association of Ocean County
Function: Same as above
- e) **Grantee:** Check-Mate
Function: Agency based and community outreach HIV/AIDS prevention education to minorities including Hispanics.
- f) **Grantee:** Casa Pura
Function: HIV/AIDS prevention education to Hispanic women and youth by bilingual and bicultural community based organization
- g) **Grantee:** Camden AMBO Consortium through Hispanic Family Center of Southern New Jersey.
Function: HIV/AIDS prevention education to Hispanic women in their reproductive years and non-school attending youth by bilingual and bicultural community based organization.
- h) **Grantee:** Paterson Counseling Center Consortium through Hispanic Multi Purpose Service Center.
Function: HIV/AIDS prevention education to Hispanic women in their reproductive years, drug users, HIV+ persons and their significant others and non-school attending youth by bilingual and bicultural community based organization.
- i) **Grantee:** City of Trenton, Division of Health, Consortium with Latina Women Council of Mercer County.
Function: HIV/AIDS prevention education to Hispanic women in their reproductive years by bilingual and bicultural staff in cooperation between Trenton Health Department and Latina Women Organization.

ASSISTANCE PROVIDED TO 7 percent to 10 percent of the clients are Hispanic (Elderly, women, children, farmworkers, juveniles, homeless, felons/parolees, bisexual and Gay Hispanic men) so that they can form attitudes and behaviors that are salutary and prevent the spread of HIV infection. To provide referrals and educational support for Hispanics at risk of HIV infection. The public is made aware of the grantees' services through pamphlets, fairs, public service announcements (PSAs), and Hispanic news papers and AIDS hotline.

OTHER INFORMATION: Community based organizations, other local groups and municipalities are eligible to apply for state and federal funds in order to provide HIV prevention programs.

CONTACT: (609) 984-6060

For further information, write:

Eden Bonilla
Director, HIV/AIDS Prevention Education and
Quality Assurance
John Fitch Plaza
CN 360
Trenton, New Jersey 08625

4) DIVISION/UNIT: Farmworkers Support Committee

PROGRAM DESCRIPTION: Notification Assistance Program, and Counseling and Testing (CAT) to migrant farm workers of South New Jersey. The staff is 100 percent bilingual.

ASSISTANCE PROVIDED TO: 25-35 percent of the clients served are Hispanic. They include Hispanic women, children, farmworkers, juveniles homeless, farm/parolees, and Hispanic businessmen. They are notified of the programs through pamphlets, news conferences, public service announcements, and various health/social service providers. All these clients are in Spanish and English.

OTHER INFORMATION: These programs are state and federally funded.

CONTACT: (609) 984-6128

For further information, write
Mike Shamsky
Supervisor, Counseling and Testing Partner
Notification
Farmworkers Support Committee
P.O. Box 458
Glassboro, New Jersey 08028

5) DIVISION/UNIT: Care and Treatment, DMAPC

PROGRAM DESCRIPTION: The Care and Treatment Unit funds a variety of initiatives as listed below, through federal or state grant dollars. Applicants vary depending on the grant intent, but include CBO's, other groups, agencies, etc. Most of the staff is bilingual.

ASSISTANCE PROVIDED TO: C.U.R.A. is the only agency targeted specifically for the Hispanic population, but all grantees serve clients regardless of ethnicity. The percentage of Hispanics served depends on the site catchment area. These sites provide information in Spanish and English, such as brochures, word of mouth, meetings, and news releases. For early intervention, there were also billboards and exterior transit signs.

OTHER INFORMATION Other programs funded by Care and Treatment for which no ethnic statistics are available include the AIDS Drug Distribution Program, dental services, ambulatory care, home health, AIDS Service Organizations, an adult residential health care facility and an adolescent residential facility. The level of state and federal funding is not adequate to meet the needs of HIV positive persons and their families.

CONTACT (609) 284-6226

For further information, write

Carmine Grassie
Director, Care and Treatment
Division of AIDS Prevention and Control
Department of Health
John Fitch Plaza
CM 360
Trenton, NJ 08625

2. DEPARTMENT OF HIGHER EDUCATION

This department oversees the state's university and college system, which consists of Rutgers, the State University, the University of Medicine and Dentistry of New Jersey, the New Jersey Institute of Technology, nine state colleges, and 19 county colleges. Its responsibilities include statewide planning, establishing general policy, and coordinating the activities of the institutions within the system. The department of higher education employs 3,339 persons, out of which 114 (3.4%) are Hispanic males and 118 (3.6%) are Hispanic females. Its budget also covers about 16,000 faculty members and other employees. For the 1991-92 fiscal year its budget was \$696,378,600, including funds for state and programs, plus \$26,620,900 in anticipated federal funds.

PROGRAM DESCRIPTION

The New Jersey Grant Program for the Education of Language Minority Students (LME) is a statewide initiative to address the academic and linguistic needs of language minority students at New Jersey Colleges and universities. It is designed to support efforts for improving and enhancing the educational opportunities of minority students especially those that enable development of English language skills and increase the retention to graduation. There are four divisions in which this program is distributed.

TYPE OF PROGRAM

DIVERSITY UNIT

Academic support	EOE
Instructional/General	Office of Bilingual Education.
Student Issues	
Retention, Student & Faculty Dev.	Office of Basic Skills
Assessment	Division of Student Assistance
Financial Aid Info.	

ASSISTANCE PROVIDED TO: All Hispanic students over 18 years of age who are residents of NJ, particularly Puerto Rican students and other LMB, including the elderly, women, children, farmworkers, the disabled, and veterans. Hispanics are approximately 6.9 percent of the students who receive these services. Bilingual students are made aware of these services through student Assistance, News Conferences, EOPF, and Request for Proposals. Most of the information is in Spanish and English.

OTHER INFORMATION: This program is a grant allocated program and all colleges and universities are eligible to apply.

CONTACT: (201) 964-3634/3635

For further information, write:

Director, The New Jersey Grant Program for LMB
Department of Higher Education
28 W. State St.
Trenton, NJ 08625

10. DEPARTMENT OF HUMAN SERVICES

Created in 1976 from the Department of Institutions and Agencies, is the largest in state government. It provides social services to more than one million persons, or about one of every eight New Jersey residents. The department operates seven psychiatric hospitals, ten centers for developmentally disabled persons, and several residential programs for emotionally disturbed young people. It also serves families and administers welfare, Medicaid, aid to the blind and the deaf, and other social programs. It employs about 28,000 persons, 341 (1.7%) are Hispanic males and 680 (3.5%) are Hispanic females. For the 1991-92 fiscal year it had a budget of \$2,791,885,000, including federal funds.

The Department of Human Services surveyed all seven divisions and the Office of Education of the Department of Human Services and each has responded to the questionnaire.

1) DIVISION/UNIT: Division of Medical Assistance and Health Services (DMHAS)

PROGRAM DESCRIPTION: The DMHAS division oversees the Special Medicaid Program, Health Start, Pharmaceutical Assistance to the Aged and Disabled (HAAAD), Lukene Programs, and Warmer Programs such as the AIDS Community Care Alternatives Program (ACCAP) and the State Respite Care Program; and the Home Care Expansion Program (HCEP). These programs provide preventive health services, quality health care, and support services to New Jersey's needy population. They enable individuals to remain at home rather than in an institutional setting or hospital. They also provide relief for families caring for ill relatives in the home. In addition, they provide some financial relief for those needing hearing aids and pharmaceuticals, and for those who must pay for their heating.

ASSISTANCE PROVIDED TO: The aged, disabled, women, children, and persons with AIDS and Children who have HIV. The public is informed through bilingual pamphlets, news conferences, public service announcements, news articles, speakers, and outreach letters. Percentage is not provided.

OTHER INFORMATION: The Department of Human Services is funded through Federal Matching Funds which are provided for Medicaid services (66 percent State, 34 percent Federal). Statewide Hospice Care program is funded 50 percent Federal and 50 percent State. The FAAD, NAAAD, Lifeline and HCEF programs are State funded only.

CONTACT: (609) 593-2606

For further information, write:

Bernice Cutler
Executive Assistant, Division of MAES
Department of Human Services
CN 700
Trenton, NJ 08625

2- DIVISION/UNIT: Division of Economic Assistance

PROGRAM DESCRIPTION: This Division directs services to New Jersey residents through the REACH/JOBS Participants on a regional basis. Its objective is to assist county welfare and community agencies involved in the REACH/JOBS program to serve Spanish-speaking participants more effectively. 5 percent to 10 percent of its staff is bilingual.

ASSISTANCE PROVIDED TO: Men and women receiving public assistance. Hispanics comprise 25 percent of the AFDC caseload, approximately. They are made aware of these programs through regional meetings convened by the Director of the Division of Economic Assistance and Outreach conducted by the county welfare agencies and designated Hispanic providers.

OTHER INFORMATION: This program is funded by Federal/State funds.

CONTACT: (609) 648-7697

For further information, write:

Carmen Rodriguez
Field Service Supervisor I
Department of Human Services
CN 700
Trenton, NJ 08625

3- DIVISION/UNIT: Commission for the Blind and Visually Impaired

PROGRAM DESCRIPTION: The Commission oversees the following programs:

- 1- Eye Screening which reaches minorities as a high risk group for visual impairments.
- 2- Hispanic (Staff) Task Force: It promotes ways that agency can be responsive to needs of Hispanic community.
- 3- Bilingual Material: Make information about Commission more accessible to Hispanics.

ASSISTANCE PROVIDED TO: The elderly, children, farmworkers and the disabled. Hispanics comprise 7 to 10 percent of the programs' clients. They are informed via bilingual pamphlets and public service announcements.

CONTACT: (301) 648-4797

For further information, write:

Catherine Miller
Chief of Field Operations
Department of Human Services
CH 700
Trenton, NJ 08625

4) **DIVISION/UNIT:** Division of Youth and Family Services (DYFS)

PROGRAM DESCRIPTION: Most of the services provided by the DYFS are conducted by contracts with private non-profit providers, county welfare and other local government agencies, and state agencies. Their objective is to protect vulnerable children from abuse, neglect or exploitation, support family preservation and community living, and prevent family violence and disruption.

ASSISTANCE PROVIDED TO: Women, children, disabled, and juveniles. As of 1991, there were 2,545 approved DYFS foster care providers in the state of New Jersey, of which 187 (7.3 percent) are Hispanic. Statewide recruitment yielded 270 new foster care providers in 1991, of which 23 (9 percent) are Hispanic. The public is advised of services available from various Hispanic Oriented Agencies through bilingual pamphlets, public service announcements, fact sheets, and referrals from DYFS.

OTHER INFORMATION: Funds come from a variety of sources: state appropriated dollars, Federal grant monies, Federal Social Service Block Grant Funds, etc. Community based organizations, local groups, and municipalities are all eligible for to apply for these funds.

CONTACT: (609) 984-8281

For further information, write:

Mark Wickler, Acting Administrator
Office of Policy, Planning/Budgeting
& Accountability
Department of Human Services
CH 700
Trenton, NJ 08625

5) **DIVISION/UNIT:** Division of Deaf and Hard of Hearing

PROGRAM DESCRIPTION: There are four programs under this Division: Interpreters, Newsletter, Toll-Free Hotline, and News. The objective of these programs is to ensure equal access to all Government services benefiting deaf and hard of hearing citizens.

ASSISTANCE PROVIDED TO: Any interested applicant who is deaf and hard of hearing. They are made aware of the program's services through pamphlets, and presentations. These items are in English. This Division does not keep record of nationality or age.

OTHER INFORMATION: 100 percent State funded.

CONTACT: (609) 984-7281

For further information, write:

Richard Herring
Director, DSHH
Department of Human Services
CN 700
Trenton, NJ 08625

6) DIVISION/UNIT: Division of Mental Health & Hospitals

PROGRAM DESCRIPTION: Under this Division, the Office of Minority and Cultural Concerns promotes the development of programs, services, and policies to enhance cultural and ethnic awareness of patient/client needs in service delivery in State Psychiatric Hospitals as well as in community services. 8 to 10 percent of the staff is bilingual.

ASSISTANCE PROVIDED TO: The Division does not develop or provide services specifically to the Latino Community in New Jersey. Latino Service recipients are integrated into the existing service system with individualized service plans and ancillary services of support provided. In terms of disseminating information, individuals contact the Division's Intake Unit for services or they are referred from other community agencies. Pamphlets explaining services are available and provided in Spanish and English.

CONTACT: (609) 773-0654

For further information, write:

Juan C. Garcia
Director, Office of Minority & Cultural Concerns
Dept. of Human Services
CN 700
Trenton, NJ 08625

7) DIVISION/UNIT: Office of Education

PROGRAM DESCRIPTION: The Office of Education has three programs available:

- a) **Child Study Team Services** - available to all state facility eligible children and state responsible children. It assists Hispanic parents in participating in their child's Child Study Team Evaluations and Education Programs.
- b) **Bilingual Parent Notification** - It provides bilingual surrogate parents for Hispanic children (if needed) whose parents are unknown, unavailable, or for whom the state is responsible.

- c) **Contingency Intervention Project** - It provides consultation and high tech equipment (computers) to assist in the development of cognitive skills for preschool children who have multiple handicaps; includes parent training and in-home implementations. It also identifies the instructional needs of each child.

ASSISTANCE PROVIDED TO: Available to all state facility eligible children, disabled, juveniles, parents and state responsible children. Bilingual information about these programs is disseminated through pamphlets and distribution of parental rights information and special education code in Spanish as well as program needs assessments.

OTHER INFORMATION: This program is funded through the State Facilities Education Act (SFEA) and Federal Grants (Chapter I, II, and Title VI-C).

CONTACT: (609) 586-3157

For further information, write:

Herman J. Maurer
Assistant Director, Office of Education
Dept. of Human Services
CN 700
Trenton, NJ 08625

11. DEPARTMENT OF INSURANCE

The department licenses insurance brokers and agents. It reviews and examines insurance companies seeking to conduct business in the state. It also investigates consumer complaints and regulates the real estate industry. The department employs 530 persons, 1 is a Hispanic male employed in the job category of "professional", and 19 are Hispanic females employed at all levels with the exception of "official administrator". The department had an appropriation of \$14,732,000 from the state budget in fiscal 1991-92.

PROGRAM DESCRIPTION: The Department of Insurance does not have any programs which may offer services to the Hispanic community.

CONTACT: (609) 584-6135

For further information, write:

Ruth J. Cunningham
20 West State Street
CN 326
Trenton, NJ 08625-0326

12. DEPARTMENT OF LABOR

Promotes economic activity and maintains labor standards and labor relations. It administers programs, most of them supported by federal funds, in unemployment compensation, disability insurance, workers' compensation,

training, employment, work incentives, occupational health and safety, and vocational rehabilitation. The department also enforces child labor laws and is the parent agency of the Public Employment Relations Commission. It employs about 4,000 persons, 86 (1.9%) are Hispanic males and 173 (4.2%) are Hispanic females employed at all levels. The department of labor had an appropriation of \$70,856,000 from the state budget in fiscal 1991-92, plus \$225,524,000 in anticipated federal funds.

DEVISION/UNIT: a) Employment Service and b) Unemployment Insurance

PROGRAM DESCRIPTION:

- a) Farmworker Outreach Program - informs Migrant and Seasonal Farmworkers about services available in ES Offices, and to ensure that working and living conditions of these workers comply with State and Federal Regulations. This program is staffed by one person who is fully bilingual in English and Spanish.
- b) Puerto Rico Interstate Unit - processes and services unemployment insurance (UI) claims filed in Puerto Rico by eligible claimants. The P.R. Interstate Unit is staffed by 10 full time and 8 part time employees. Except for 1 full time employee, all are bilingual in English and Spanish.

ASSISTANCE PROVIDED TO: As of this date there are 173 migrant and seasonal farmworkers (MSFW's, E.T.A. DEFINITION) registered in state Employment Service agencies, (D.O.L.) statewide, for the E.S. agency purpose of providing the full range of employment services to MSFW's. Approximately 35 percent of the applicants are UI claimants. Thousands of MSFW's are contacted during the farming season through field efforts. However, this number decreases as the workers migrate either back to Puerto Rico or other agriculturally significant states in or out of the country (Employment Service Office, 1990).

OTHER INFORMATION: Farmworkers are notified about available programs through pamphlets, and public service announcements which are both in Spanish and English. These programs are funded by the U.S. Department of Labor.

CONTACT: (800) 696-6666

For further information, write:

Rafael Di Stasio, State Monitor Advocate
Dept. of Labor
CN 138
Trenton, NJ 08626-0138

13. DEPARTMENT OF LAW AND PUBLIC SAFETY

Consists of the Office of the Attorney General and 11 divisions. The department employs about 9,680 persons, 163 (1.6%) are Hispanic males, and 147 (1.7%) are Hispanic females employed at all levels. It had an appropriation of \$94,396,000 from the Courts Control Fund for justice enforcement, and \$39,737,000 in anticipated federal funds.

TYPE OF PROGRAM**DIVISION/UNIT**

- a) Recruitment
- b) Active Recruitment
- c) Pamphlets in Spanish
- d) Equal Opportunities

KEOAA & Legal Division
State Police
Consumer Affairs
Civil Rights

PROGRAM DESCRIPTION: To recruit, retain and place Minority Lawyers into the Legal components of Law and Public Safety. To educate the Hispanic community on the steps necessary to sign a complaint, get information, etc. on Consumer Affairs. Admonitory and enforce the New Jersey Law Against Discrimination in employment, housing and places of public accommodation.

ASSISTANCE PROVIDED TO: Women, Disabled, Hispanic Businessmen, Lawyers, Investigators, those who have been discriminated against. 1 to 3 percent of the clients served are Hispanic.

OTHER INFORMATION: These services are State and Federal funded.

CONTACT: (609) 984-9025

For further information, write:

Antonio Cardona
Affirmative Action Specialist
Dept. of Law and Public Safety
CM 061
Trenton, NJ 08606-0461

14. DEPARTMENT OF MILITARY AND VETERAN AFFAIRS

It includes the Army National Guard, the Air National Guard, three veterans' homes, a veterans' cemetery and 18 veterans' services offices. The department has 1,419 state employees and 2,193 full-time federal personnel. 4.7 percent or 66 of the employees are Hispanic males and 6.8 percent or 99 are Hispanic females. It had an appropriation of \$52,912,049 from the state budget and was to receive \$160,040,800 in federal funds for the 1991-92 fiscal year.

DIVISION/UNIT:

- a) NJ National Guard Recruiting Office
- b) Hispanic Employment Program
- c) U.S. Property & Fiscal Office
- d) Hispanic Peace Outreach Veterans' Affairs - VBO
- e) NJ Veterans' Memorial Home - Vineland/Hispanic Evening

PROGRAM DESCRIPTION:

- a) Provide skills/leadership training in various occupations.
- b) Enhance career opportunities at all levels for Hispanics.
- c) Emphasize purchases/contracts with minority and female businesses.
- d) Provide veterans services information to veterans in NJ prison population.
- e) Involve local Hispanic community with Veterans' Memorial Home.

ASSISTANCE PROVIDED TO: 7 to 10 percent of the clients served are Hispanic (they include veterans, felon/parolees, Hispanic business, Hispanic employees, Hispanic applicants for NJ National Guard). They are notified for the various programs through pamphlets, and public service announcements.

CONTACT: (609) 531-6868

For further information, write:

Department of Military and Veterans' Affairs
Robert Crumney Road
CN 340
Trenton, NJ 08625-0340

15. DEPARTMENT OF PERSONNEL

The departmental activities are mainly directed to State government and county and municipal governments participating in the New Jersey Merit System. Most of their interactions with the public is for the purpose of distributing its monthly testing announcements, administering tests and providing for the implementation of the Merit System within agencies. It employs 616 persons of which 7 are Hispanic males and 19 are Hispanic females. It had an appropriation of \$35,749,890 from the state budget for the 1991-92 fiscal year.

The department does not have any initiatives specifically targeting the Hispanic community at this time. It, however, works closely with the participating agencies who may conduct initiatives in these areas and request the Department's assistance in developing or implementing them. It assists agencies in the development of recruitment programs targeted toward specific communities, and it also provides professional assistance in addressing the operational issues involved in the creation of bilingual titles and the utilization of bilingual personnel within its staff.

CONTACT: (609) 954-1565

For further information, write:

Elycia K. Blasira
Office of Regional Services
Department of Personnel
CN 311
Trenton, NJ 08622

16. DEPARTMENT OF THE PUBLIC ADVOCATE

Created in 1974 as an expansion of the Office of the Public Defender, which had been established in 1967 to represent indigent criminal defendants. The department provides counsel for mental patients and assists citizens in their dealings with other departments and agencies of government. It oversees several divisions including the Division of State Counsel, Citizen Complaints, Public Interest Advocacy, and Advocacy for the Developmentally Disabled. The Department employs 940 persons, 34 (3.6%) are Hispanic males and 61 (6.5%) are Hispanic females. It had an appropriation of \$51,219,000 from the state budget for fiscal 1991-92, plus \$3,203,000 in anticipated non-state funds.

PROGRAM DESCRIPTION/KINDS OF ASSISTANCE

The Department of the Public Advocate did not provide a specific outline on the kind of services they provide to the Hispanic community. It however, briefly explained its commitment to Hispanics by offering the following brief statement: "Litigation efforts have been made on behalf of the Hispanic community. Example: Advocating bilingual education/ interpreters. The Public Advocate makes a conscious effort to participate in speaking engagements before Hispanic organizations to explain our services in detail. In addition, the department has the only Hispanic polygraphs in the state. The department sends these individuals to school for this skill. Bilingual staff range from 5 to 10 percent throughout the department."

ASSISTANCE PROVIDED TO: All segments of the Hispanic population which constitutes between 7 to 10 percent of their clients. The public is made aware of its programs through pamphlets, news conferences, and speaking engagements. All of these items are in Spanish and English.

CONTACT: (609) 777-1696

For further information, write:

Renee Herrera-McGillen
Affirmative Action Officer
Department of the Public Advocate
Higher Justice Complex
CN 850
Trenton, New Jersey 08620-0850

17. DEPARTMENT OF STATE

The department is responsible for certifying and preserving election returns. It is charged with the administration of many cultural activities, including the State Museum, the New Jersey Historical Commission, the Division of Archives and Records Management, the State Council on the Arts, and the Office of Ethnic Affairs. It currently has 235 employees, 4 are Hispanic males, 8 are employed as office clerks and 1 as a professional. There are 4 Hispanic females all employed as office clerks. It had 1991-92 budget appropriations of \$14,972,000, including \$5,874,000 for the Office of Administrative Law which manages the State Register and Administrative code, plus \$3,720,000 for state aid to the Newark Museum and \$1,194,000 in anticipated federal funds.

PROGRAM DESCRIPTION:

1) DIVISION/UNIT: Elections Division

The Elections Division has under its wing the Voter Registration Forms. Its objective is to ensure that the Spanish speaking population is afforded the opportunity to be fully informed regarding registration and ballot information when exercising the constitutional right to register and vote.

ASSISTANCE PROVIDED TO: Eligible voters and those eligible to register to vote. Each election district within a county in which the primary language of 10 percent or more of the registered voters is Spanish, shall cause samples of the official general election ballot to be printed bilingually in English and in Spanish.

CONTACT: (609) 292-3447

For further information, write:

Gloria Jean Berry
Supervisor, Election Administration
Department of State
315 West State Street
CN 300
Trenton, New Jersey 08625-0300

2) DIVISION/UNIT: Office of Ethnic Affairs

The Office of Ethnic Affairs promotes inter-cultural relations by participating and sponsoring such programs as the NJ Ethnic Festivals at Liberty State Park, Committee de Noviembre, United Nations Day Association, and the World of Influence Program. It also has Hispanic members of the NJ Ethnic Advisory Council who are involved in these programs.

ASSISTANCE PROVIDED TO: All Hispanics who need its services. The public is informed through pamphlets, news conferences, public service announcements, and newsletters.

OTHER INFORMATION: This Office is funded by State Funds, private corporations, such as Coca Cola, and NJ Bell.

CONTACT: (609) 984-7145

For further information, write:

Director, Office of Ethnic Affairs
Department of State
315 West State Street
CN 300
Trenton, New Jersey 08625-0300

18. DEPARTMENT OF TRANSPORTATION

With \$2.7 billion in capital trust fund financing, it has undertaken restoration of the state's system of highways, bridges and public transportation facilities. The department employs 4,626 persons, 87 (1.9%) are Hispanic males and 11 (.2) are Hispanic females. It had a budget appropriation of \$1,691,855,000 for the 1991-92 fiscal year.

PROGRAM DESCRIPTION: DBS/WBE Program

DIVISION/UNIT: Office of Civil Rights/Contract Compliance/Finance & Administration

Its objective is to increase the participation of women and minority owned businesses on construction projects that receive federal funds.

ASSISTANCE PROVIDED TO: Minorities and women owned enterprises. For example, Hispanic Businesses.

CONTACT: (609) 634-3009

For further information, write

Irving Briddell
Director, Civil Rights/Contract Compliance
Department of Transportation
1005 Parkway Avenue
CN 600
Trenton, New Jersey 08625-0600

19. DEPARTMENT OF TREASURY

It oversees the collection of state taxes, the budgeting and spending of all state money and the issuance of state debt. The department employs 4,726 persons of which 33 (.7%) are Hispanic males, and 69 (1.5) are Hispanic females. It had an appropriation of \$202,660,000 in the 1991-92 state budget, plus \$222,266,000 for state aid programs.

PROGRAM DESCRIPTION: The Department of Treasury does not provide any Hispanic Initiatives.

CONTACT: (609) 633-2794

For further information, write

Donald Bridgewater
Affirmative Action Officer
State House
CN 602
Trenton, New Jersey 08625-0602

QUASI-INDEPENDENT AGENCIES

1) Hackensack Meadowlands Development Commission

Created as an autonomous agency in 1969 by an act of Legislature, the H.M.D.C. functions within the Department of Community Affairs. It consists of seven members appointed by the Governor, with advice and consent of the State Senate.

PROGRAM DESCRIPTION Its objective is to "Protect the Delicate Balance of Nature, Provide for Orderly Development and Provide Facilities for the Disposal of Solid Waste" Since its mandate is specifically targeted to oversee the environment the Commission has not implemented any initiatives targeted to the Hispanic community.

CONTACT (201) 460-1700

For further information, write:

Hackensack Meadowland
Development Commission
One DeKorte Park Plaza
Lyndhurst 07071

2) Casino Control Commission

Created in 1976, it is responsible for licensing casinos, casino hotel and casino employees, and firms doing business with them. It employs a total of 265 persons, 3 are Hispanic males employed as "professionals" and 3 are Hispanic females, 1 in a professional position and 2 as office clerks. The fiscal 1991-92 state budget allocated \$23,075,000 for the administration of casino gambling and \$14,200,000 for gaming enforcement.

PROGRAM DESCRIPTION Since the scope of the Commission's authority is limited to the gaming industry and related to gaming issues, this Commission does not serve community oriented programs.

TARGET POPULATION The Commission focuses on equal employment opportunities for minority organizations, groups and businesses through networking channels, minority/female business certifications, and requested technical assistance. It has three units dealing with minority issues: The Commission's Office of Governmental and Community Relations; The Commission's Affirmative Action Unit; and Internal Affirmative Actions. It also assists Spanish speaking individuals who wish to register or obtain a license by providing translators and hearing information in English and Spanish.

CONTACT (609) 441-3422

For further information, write:

Steven P. Perske
Chairman
Casino Control Commission
Atlantic City, NJ 08401

3) **New Jersey Housing & Mortgage Finance Agency**

DIVISION/UNIT: Planning & Intergovernmental Relations/Management

PROGRAM DESCRIPTION: The Division on Planning & Intergovernmental Relations offers a wide variety of programs: Mortgage Program, brochures in Spanish, Loans for Multifamily rental units in Spanish, Affordable Housing Fairs & Outreach programs to Hispanic community such as "Hogar Dulce Hogar" (Home Sweet Home), Outreach to Hispanic community leaders to jointly devise effective outreach to state's Latinos. 40 percent of the Division's staff is bilingual.

KINDS OF ASSISTANCE: The Division's objective is to educate low and moderate income families about how to become first-time or urban homeowners. For example, it allows senior citizens to live independently and avoid premature or unnecessary institutionalization. In addition, it provides qualified households with information on how to obtain a subsidized rental in one of the multifamily developments financed by the Agency.

ASSISTANCE PROVIDED TO: The elderly, women, homeowners, disabled, veterans, homeless, Hispanic businesses, about 7.04 percent of the Agencies' clients served from 1990 to 1991 were Hispanic. Information is provided through pamphlets, news conferences, films, public service announcements, articles and press releases. All of these items are in Spanish and English.

OTHER INFORMATION: Through the sale of tax-exempt bonds of which the proceeds provide lower interest rate mortgage loans and pay for these outreach services. The Agency currently has a grant application pending that seeks funding for increased outreach to the state's Latino/Hispanic community.

CONTACT: (609) 894-8300

For further information write:

Director of Marketing
New Jersey Housing & Mortgage Finance Agency
CN 18524
Trenton, NJ 08646-2025

METHODOLOGY

The Center for Hispanic Policy Research and Development sought to look at the current scheme of public service programs targeted at the Hispanic population in New Jersey by designing a survey asking each State Department if it provided any services targeted to Hispanic residents (See Appendix A).

In the summer of 1991, the Center for Hispanic Policy developed a survey which was sent to 19 State Departments, and 3 quasi-independent agencies.⁴ The purpose of the survey sought responses from these government agencies regarding programs and initiatives targeted or affecting the Hispanic community. The attempt was to compile this information to create a Directory of Hispanic Initiatives within State Government.

The survey consisted of 18 questions which asked the following items: departmental program initiatives, funding, and population target. All of the 22 surveys mailed out were completed and returned. The departments of Agriculture, Insurance, and Treasury responded in letter form acknowledging the survey, but claiming no specific programs targeted for Hispanics. These departments contended that our questionnaire was not applicable to their particular functions.

⁴ There are 19 executive departments of state government, one fewer than the maximum permitted by the Constitution. According to the *New Jersey Legislative Manual of 1993*, "most departments are headed by a single executive, some also have boards with policy-making and oversight responsibilities. Department heads and board members are appointed by the Governor with the advice and consent of the Senate" (*Legislative Manual*, 1993:504).

REFERENCES

- Harrison, R. and Bluestone, B. 1985. *The Great U-Turn: Corporate Restructuring and the Polarizing of America*. Basic Books, Inc. New York.
- Housing in New Jersey and the Hispanic Community. *New Jersey's Redevelopment Activities*. Presentation at the Hispanic Leadership Opportunity Program Conference, Newark, New Jersey October 31, 1988.
- Midwest/Northeast Voter Education Registration Project. 1989. *The Hispanic Agenda*. Chicago.
- Midwest/Northeast Voter Education Registration Project. February 1991. *List of NJ Hispanic Appointed and Elected Officials*. Chicago.
- New Jersey Data Center. May 1988. 1988 Census Profile Series. NJ Department of Labor.
- State of New Jersey. 1932. *Manual of the Legislature of New Jersey*. 246th Legislature (First Session). Edward J. Mallon. Trenton.
- Sotomayor, Maria. 1991. *Empowering Hispanic Families: A critical issue for the 90's*. Family Service America. Milwaukee.
- The Star-Ledger*. January 22, 1993.
- Tienda, Marta & Sandefur, Gary D. 1988. *Ethnic Opportunities, Minorities, Poverty, and Social Policy*. Plenum Press. New York.
- U.S. Department of Health and Human Services Public Health Service. 1990. *Healthy People 2000. National health promotion and disease prevention objectives*. Washington, D.C.
- Warsaw Dispatch. January 31, 1993. *Manufacturing a key part to state's economy*. *The Star-Ledger* pp. 18-19.

APPENDIX

A

QUESTIONNAIRE

The Office of Hispanic Affairs (OHA), located within the Department of Community Affairs is conducting a survey to identify government initiatives specifically targeting the Hispanic community. We are asking for your cooperation in answering the following questions. The purpose of this survey is to compile information on initiatives/programs for Hispanics in New Jersey.

DIRECTIONS: Please answer the following survey and return it by October 15, 1982. A self-addressed, stamped envelope is enclosed for your convenience. Thank-you for your cooperation.

1. Department: _____
2. Name of person filling out questionnaire _____
3. What types of initiatives does your department currently provide to Hispanics? Please identify the Division or unit where they are located:

Type of Program	Division/Unit
-----------------	---------------

a. _____	_____
----------	-------

b. _____	_____
----------	-------

c. _____	_____
----------	-------

d. _____	_____
----------	-------

4. What are the objectives of those initiatives/services?

5. What percentage of the program staff involved in the initiatives you have identified are bilingual? (in Spanish/English)?

1 _____ 55-10%

2 _____ 10%-55%

3 _____ 15%-20%

4 _____ Other (Please state %)

5 _____ Don't know

6. How do you make the public aware of these services?

- 1 ☐ Pamphlets
- 2 ☐ News conferences
- 3 ☐ Files
- 4 ☐ Public service announcements
- 5 ☐ Books
- 6 ☐ Other _____
- 7 ☐ None available (Go to question 8)

7. Are these items in Spanish and English?

- 1 ☐ Spanish
- 2 ☐ English
- 3 ☐ Both

8. Hispanics are 9.8 percent of New Jersey's population. What percentage of this ethnic group does your department service?

- 1 ☐ 1%-2%
- 2 ☐ 3%-5%
- 3 ☐ 6%-10%
- 4 ☐ Other (Please state %) _____
- 5 ☐ Don't know

9. Are your initiatives successful in reaching the Hispanic community?

- 1 ☐ All the time
- 2 ☐ Most of the time
- 3 ☐ Not at all

10. How is your Department funded to provide these services/initiatives?

11. Are these grant allocated programs?

- 1 ☐ Yes
- 2 ☐ No

If (a), who is eligible to apply for these funds?

- a. ☐ community based organizations
- b. ☐ other local groups
- c. ☐ Municipalities

12. Is your level of funding adequate to meet your program/initiatives objectives?

1 ☐ Yes

2 ☐ No

13. To what segment of the Hispanic population does your department focus its services?

1 ☐ Elderly

2 ☐ Women

3 ☐ Children

4 ☐ Farmworkers

5 ☐ Disabled

6 ☐ Veterans

7 ☐ Juveniles

8 ☐ Homeless

9 ☐ Felons/Parolees

10 ☐ Hispanic Businesses

11 ☐ Other _____

14. Should we need to follow-up on this questionnaire, who would be the person that we can contact?

NAME: _____

TITLE: _____

Telephone: _____

15. Does your department keep a calendar of events?

1 ☐ Yes

2 ☐ No

If yes, we would like to learn about upcoming events that are targeted to the Hispanic community. Please list or provide an attachment.

Thank you for your time and cooperation

DATE COMPLETED _____